



IDAHO Fringe Benefits Survey of 2011

Communications and Research Division

IDAHO

Fringe Benefits Survey

of 2011



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Executive Summary

Over the past year, Idaho's economy has begun to show signs of recovery with slight improvements in year-over-year nonfarm¹ growth along with increases in the number of newly created positions.²

The Idaho Department of Labor's latest Fringe Benefits Survey continues to support this trend. More employers reported providing medical and dental benefits to their full time employees, ending a decline that began in 2005 and returning the state estimates to prerecession levels.

Even in a stagnant job market, analysis of employee benefit packages remains important since it helps illuminate a core component of the employer-employee relationship. Understanding who gets offered benefits can assist workers in job placement while understanding who offers these benefits can improve a firm's competitiveness in the job market.

The 2011 Fringe Benefit Survey evaluated the types of fringe benefits Idaho employers offered to full- and part-time employees. Specifically, the survey provided statewide data and data by size of payroll, industry sector and region on medical benefits, dental benefits, paid leave and retirement.

As in previous years, Idaho employers indicated they were more likely to offer full-time employees fringe benefits compared with part-time employees. Similarly, employer responses continued to support the notion that bigger companies offer better and more extensive benefit packages. Still holding true in 2011 was the notion that employers in industry sectors requiring more experience and education continued to offer more benefits than their counterparts in natural resources and mining and leisure and hospitality. And as in previous studies, region continued to be a non-factor in determining whether a firm offered any form of fringe benefits to its employees.

¹See [Idaho nonfarm data](#) for details.

²See [Idaho 2011 Job Vacancy Survey Results](#) for details.

Key Findings

- A statistically significant increase occurred in the percentage of surveyed employers offering medical benefits to full-time employees, from 56 percent to 66 percent.
- Significant increases also occurred between 2009 and 2011 in the percentage of firms with fewer than 50 employees offering full-time workers medical and dental coverage, returning insurance benefit coverage to levels seen before the recession.
- Employers who offered single medical coverage usually offered family medical coverage.
- On average, employers paid nearly 84 percent of the single coverage medical premium for full-time workers and 67 percent of the premium for part-timers.
- Ninety-five percent of full-time employees working for respondent employers were offered single medical benefits compared with 86 percent of part-timers.
- Paid vacation and paid holiday leave were the most common types of leave benefits offered by Idaho employers to full-time employees. Paid holiday and paid sick leave were most common for part-time employees.
- While undesignated leave continued to lag all other paid leave offerings, it was the only leave type to experience significant growth since 2007.
- Nearly half of Idaho employers indicated they did not offer any form of retirement to full-time employees while more than three in four employers reported they did not offer retirement to part-time employees.
- Size of firm played an important role in determining whether a firm offered benefits to both full- and part-time employees.
- Industry sectors requiring higher-skilled workers tended to offer benefits more often than sectors with high numbers of unskilled employees.
- Geographic area was a not factor in determining whether an employer offered full- and part-time employees medical benefits, dental benefits, paid leave or retirement.

Percent of Employers Offering Benefit		
Benefit	Full Time	Part Time
Insurance		
Single Medical	66%	11%
Single Dental	51%	11%
Family Medical	61%	10%
Family Dental	50%	10%
Leave		
Paid Undesignated Leave	31%	11%
Paid Vacation Leave	69%	13%
Paid Sick Leave	45%	19%
Paid Holiday Leave	67%	24%
Retirement		
Defined Contribution	45%	17%
Defined Benefit	5%	2%
Both	4%	1%
None Offered	46%	79%

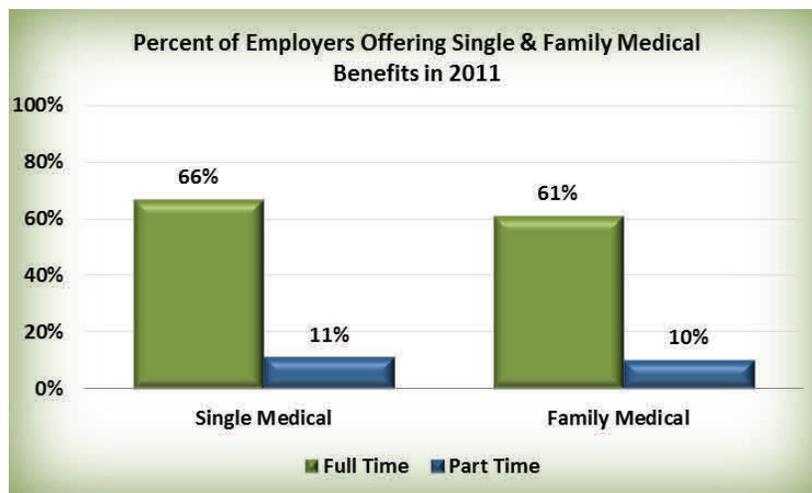
STATEWIDE FINDINGS

Medical Benefits

Access to employer-sponsored medical insurance tends to be a highly regarded component of employee compensation packages. Sixty-six percent of employers surveyed in 2011 offered single coverage medical benefits to their full-time employees. In contrast only 11 percent of employers surveyed

offered single coverage medical benefits to their part-time workers.

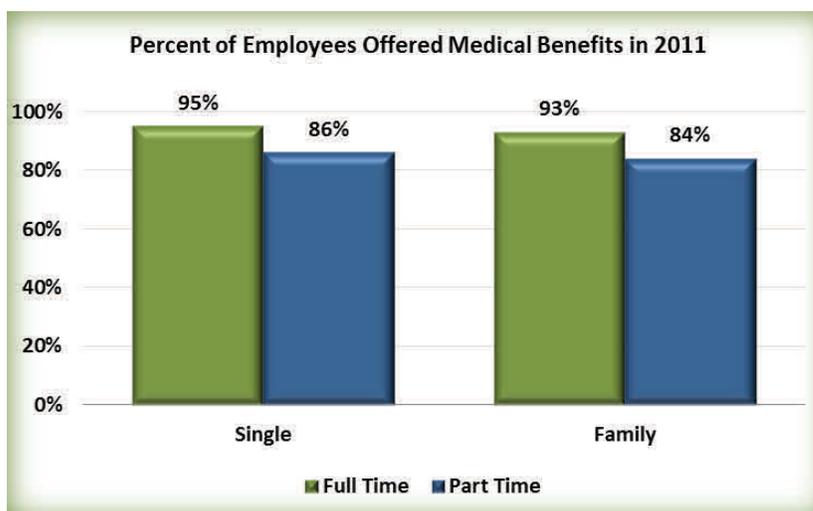
Generally speaking if employers offered single coverage medical benefits, they were just as likely to offer family coverage. Sixty-one percent offered family medical benefits to full-time, and 10 percent offered family benefits to part-time workers.



Eligibility

Even though firms may offer medical benefits to their staff, not all employees were eligible for the benefit. In some cases the employees did not work the required number of hours or employees may have to complete a probationary period before becoming eligible for benefits.

In 2011 nine of 10 full-time Idaho employees working at firms indicating they offered medical benefits were eligible for enrollment in single and dependent coverage plans compared with eight of 10 part-time Idaho employees.



Employers were also asked to identify how many of their employees who were offered single medical insurance made

at least \$12 per hour. Slightly more than three in four, or 78 percent, of those employees made at least \$12 an hour. Not surprisingly, the percentage of part-time employees earning at least \$12 per hour who were offered single medical coverage was 21 points lower at 57 percent.

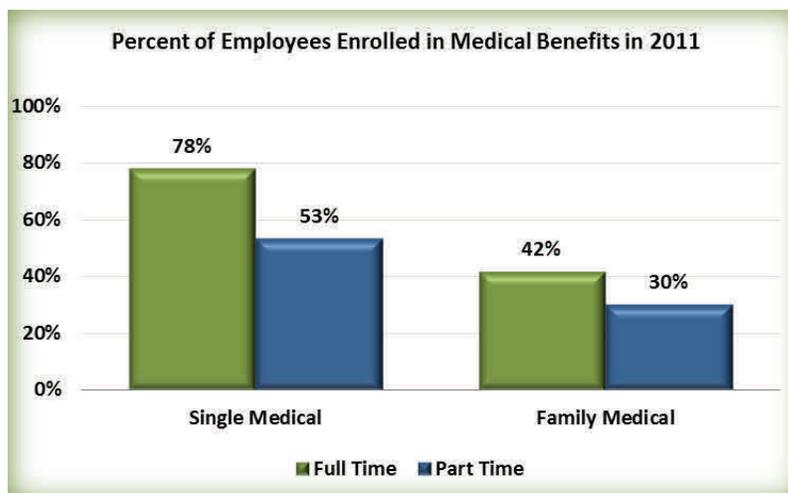
Percent of Employees Offered Medical Who Make at Least \$12/hour		
Benefit	Full Time	Part Time
Single Medical	78%	57%

Enrollment

In the same fashion, not all employees who were eligible for medical benefits chose to enroll. Employees may have declined coverage due to cost or because they were covered under a spouse's medical plan.

In general, full-time workers in Idaho were more likely to enroll in employer-offered medical plans than their part-time counterparts. Slightly more than three in four full-time Idahoans working for firms offering single medical coverage enrolled compared with one in two part-time workers. In contrast, fewer than half of all workers eligible for

enrollment in dependent coverage took advantage of the benefit. Just 42 percent of full-time and 37 percent of part-time workers participated.



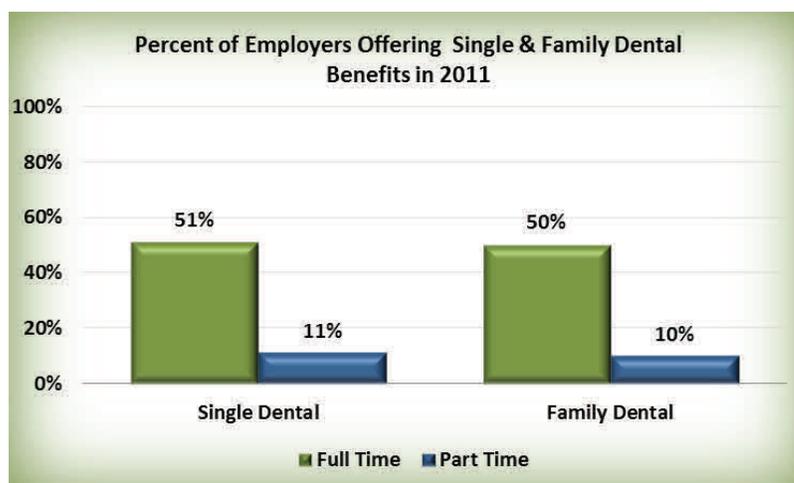
Employer Paid Portion

One reason for the sharp decline in enrollment for dependent coverage may be the amount of the premium that is paid by the employer. In 2011 surveyed firms indicated they paid on average 84 percent of the premium for full-time employees enrolled in single coverage but only 39 percent for family plans. Similarly, surveyed employers indicated they covered 67 percent of the single premium for part-time workers but only 37 percent for family coverage.

2011 Employer Paid Portion of the Medical Premium		
Statewide	Full Time	Part Time
Single Coverage	84%	67%
Family Coverage	39%	37%

Dental Benefits

Employer-sponsored dental coverage tended to be another standard compensation benefit. In 2011 just over half of the Idaho firms surveyed indicated they offered their full-time employees single and family dental benefits while one in nine offered single dental benefits and one in 10 offered family dental benefits to their part-time employees.



Paid Leave

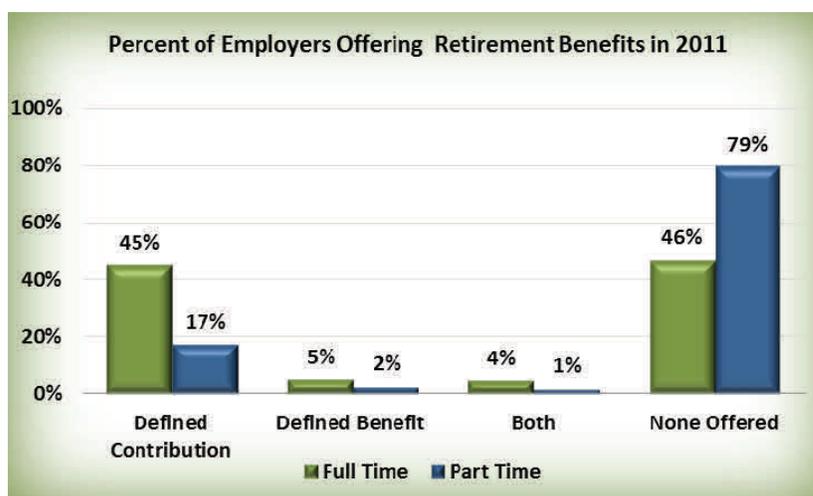
A third major component of employee compensation was paid leave. In 2011 the percentage of firms offering paid leave benefits in all categories to their full-time employees exceeded the percentage of firms offering paid leave to their part-time employees. The most dramatic difference was in paid vacation. Sixty-nine percent of employers reported offering the benefit to their full-time staff versus just 13 percent to their part-time staff. In general, nearly seven of 10 surveyed firms reported offering full-time employees paid vacation and holiday leave. The most often cited paid leave benefit for part-time employees was paid holiday leave offered by one in four employers.

Percent of Employers Offering Leave in 2011		
Statewide	Full Time	Part Time
Leave		
Paid Undesignated Leave ³	31%	11%
Paid Vacation Leave	69%	13%
Paid Sick Leave	45%	19%
Paid Holiday Leave	67%	24%

*Note: Leave benefits are not exclusive. Employers may offer more than one type of paid leave benefit.

Retirement

The final component of employee compensation, retirement benefits, comes in several forms – defined benefit plans, defined contribution plans and both. In a defined contribution plan such as a 401(k), employees contribute funds and receive the principal and earnings upon retirement. Defined benefit plans such as a standard pension guarantee a set dollar amount and regular payments to the employee throughout the length of retirement and are common with unions and government agencies. For the purposes of this year's survey, employers were asked to specify whether they offered a defined benefit plan, a defined contribution plan or no plan at all. Employers who indicated they offered both defined contribution plans and defined benefit plans were re-coded to the category "both."



Slightly more than half of firms, 54 percent, reported offering some form of retirement benefit to their full-time staff compared with just 21 percent reporting they offered retirement to their part-time staff. In all instances defined contribution plans were the most common type of retirement plan offered.

³ **Undesignated Leave** refers to leave that doesn't have a specific designation for how it will be used. Oftentimes employees will receive a certain amount of days they can use for anything (vacation, personal days, sick leave, personal holiday). This may be in addition to sick leave and vacation leave, or may be used alone or not at all.

SIZE OF FIRM

In analyzing size of firm, employers were separated into five groups based on average employment. Generally the larger the employer the more likely medical, dental, paid leave and retirement benefits were offered to employees.

Medical

Overall, the percentage of firms offering single medical coverage increased with size. Nearly all firms with 250 or more employees, 98 percent, offered medical benefits to their full-time employees. In contrast, firms with fewer than 10 employees were significantly less likely than all other groups to offer single medical benefits to their full-time employees. Only 49 percent did. Similarly, firms with 10 to 49 employees also offered full-time single coverage in significantly lower numbers than firms with 250 or more employees. Employers with 250 or more employees were also significantly more likely to offer their part-time employees single medical coverage compared with firms of fewer than 50 employees.

The same trends held for firms offering family medical coverage. Those with fewer than 10 employees were significantly less likely than all other groups to offer family medical benefits to their full-time employees. Firms with 250 or more workers were also significantly more likely than firms with 10 to 49 workers to offer their full-time employees family medical benefits. In the same vein, firms with 250 or more employees offered their part-time employees family benefits at statistically significantly higher rates than firms with fewer than 50 employees.

Percent of Employers Offering Medical by Size of Employer		
Employer Size	Single	Family
Full Time		
Less than 10	49%	42%
10 to 49	76%	69%
50 to 99	82%	81%
100 to 249	95%	95%
250 +	98%	98%
Part Time		
Less than 10	7%	6%
10 to 49	8%	7%
50 to 99	18%	18%
100 to 249	17%	17%
250 +	32%	30%

Dental

Firms with fewer than 10 employees were significantly less likely to offer single and family dental benefits to full-time employees than all other groups.

Firms with 100 or more employees were significantly more likely to offer single and family dental to their full-time employees compared to firms with 10 to 49 employees.

Firms with 250 or more employees offered single and family dental benefits to part-time employers at significantly high rates than firms with fewer than 50 employees.

Percent of Employers Offering Dental by Size of Employer		
Employer Size	Single	Family
Full Time		
Less than 10	30%	29%
10 to 49	58%	56%
50 to 99	74%	75%
100 to 249	88%	88%
250 +	100%	100%
Part Time		
Less than 10	6%	5%
10 to 49	9%	8%
50 to 99	20%	20%
100 to 249	14%	14%
250 +	32%	30%

Eligibility and Enrollment

While size of firm impacted whether medical benefits were offered, it did not impact the percentage of employees offered the benefit or the percentage of employees enrolled in the benefit. Participation in single or family plans by full-time versus part-time workers was not statistically different based on firm size.

Percent of 2011 Employees Offered and Enrolled in Medical Coverage by Size of Employer				
Employer Size	Single		Family	
	Offered	Enrolled	Offered	Enrolled
Full Time				
Less than 10	96%	78%	95%	41%
10 to 49	94%	78%	92%	41%
50 to 99	92%	81%	91%	42%
100 to 249	95%	79%	93%	36%
250 +	96%	73%	96%	49%
Part Time				
Less than 10	95%	51%	92%	24%
10 to 49	85%	57%	89%	29%
50 to 99	82%	48%	80%	34%
100 to 249	73%	80%	73%	40%
250 +	78%	48%	77%	35%

Employer Paid Portion

For the most part, firm size also did not affect the percentage of the medical premium paid by employers except in the case of firms with 250 or more employees. These firms were statistically more likely to pay a higher percentage of the premium compared to all other groups.

Percent of Medical Coverage Paid by Employer by Size		
Employer Size	Single	Family
Full Time		
Less than 10	84%	42%
10 to 49	82%	33%
50 to 99	88%	33%
100 to 249	89%	30%
250 +	85%	63%
Part Time		
Less than 10	65%	31%
10 to 49	62%	32%
50 to 99	59%	34%
100 to 249	85%	18%
250 +	70%	55%

Paid Leave

Paid leave benefits were highly influenced by firm size. In the case of paid undesignated leave, employers with 250 or more employees were significantly more likely to offer this benefit to their full-time employees compared with employers having fewer than 10 workers. This trend held for paid sick and holiday leave as well. The only paid leave benefit for full-time employees not affected by firm size was paid vacation.

Idahoans working part time at firms employing 250 or more were significantly more likely to be offered paid sick leave as well as paid holidays. No significant difference in availability of paid undesignated leave or paid holiday leave existed among firms based on size for part-time employees.

Percent of Employers Offering Leave Benefits by Size of Employer				
Employer Size	Undesignated Leave	Vacation Leave	Sick Leave	Holiday Leave
Full Time				
Less than 10	28%	63%	37%	61%
10 to 49	28%	74%	45%	68%
50 to 99	35%	69%	48%	69%
100 to 249	50%	79%	62%	86%
250 +	57%	77%	75%	94%
Part Time				
Less than 10	9%	16%	9%	21%
10 to 49	10%	22%	15%	26%
50 to 99	10%	18%	10%	18%
100 to 249	24%	22%	17%	28%
250 +	20%	30%	32%	40%

*Leave benefits are not mutually exclusive; employers may offer more than one type.

Retirement

Firms of all sizes were less likely to offer retirement plans to their part-time employees compared with full-time workers. In contrast, offering any form of retirement benefit was extremely dependent on firm size with significant differences occurring between all five categories. In terms of defined contribution plans, employers with fewer than 10 employees were significantly less likely than those with at least 50 employees to offer full-time workers this type of retirement plan. Employers with 100 to 249 employees were significantly more likely to offer defined benefit plans to full-time employees, 17 percent compared to an average of 5 percent among the other groups. Being offered both a defined contribution plan and defined benefit plan was statistically more likely for full-time workers at firms with 250 employees compared with all other groups.

Percent of Employers Offering Retirement by Size of Employer				
Employer Size	Defined Contribution	Defined Benefit	Both Offered	None Offered
Full Time				
Less than 10	33%	3%	2%	62%
10 to 49	49%	5%	3%	44%
50 to 99	61%	3%	9%	27%
100 to 249	69%	17%	5%	10%
250 +	64%	8%	23%	6%
Part Time				
Less than 10	9%	1%	0%	90%
10 to 49	18%	2%	1%	79%
50 to 99	34%	2%	0%	64%
100 to 249	42%	8%	0%	50%
250 +	30%	4%	15%	50%

Part-time employees of firms with more than 250 workers were more likely to be offered defined contribution and defined benefit plans. Additionally firms with fewer than 10 employees were significantly less likely to offer part-time employees any retirement benefit compared to firms with 100 or more employees.

INDUSTRY

Industry can also affect whether employers offer compensation benefits to their employees.

Medical

More than half the industry sectors offered single medical benefits to full-time employees at rates above the statewide average of 66 percent. Health care offerings ranged from a low 27 percent for natural resource and mining companies to a high of 97 percent for government. Significant differences in the percentage of employers offering single medical benefits to full-time employees occurred when comparing government to the sectors of natural resources and mining, construction, professional and business services, leisure and hospitality and other services. This trend held for family medical benefits as well. Interestingly, natural resources and mining businesses offered health care benefits to part-time workers at a higher percentage than five other sectors. Across the board all industries are less likely to offer medical benefits to their part-time employees compared with their full-time workers.

Percent of Employers Offering Medical Coverage by Industry		
Industry	Single	Family
Full Time		
Natural Resources and Mining	27%	27%
Construction	61%	59%
Manufacturing	70%	68%
Trade, Transportation and Utilities	70%	66%
Information	78%	78%
Financial Activities	75%	72%
Professional and Business Services	62%	52%
Education and Health Services	72%	59%
Leisure and Hospitality	48%	39%
Other Services (except Government)	43%	35%
Public Administration ⁴	97%	94%
Part Time		
Natural Resources and Mining	17%	17%
Construction	8%	9%
Manufacturing	2%	2%
Trade, Transportation and Utilities	9%	9%
Information	16%	16%
Financial Activities	33%	30%
Professional and Business Services	10%	9%
Education and Health Services	13%	10%
Leisure and Hospitality	2%	2%
Other Services (except Government)	2%	<1%
Public Administration	24%	21%

⁴Government

Dental

A similar pattern emerged with dental benefits by industry sector. Natural resources and mining trailed all other sectors at only 20 percent of businesses offering single and family benefits to full-time employees. Government continued to lead the pack at 88 percent of public administration employers offering single and family benefits to full-time workers.

Following access to single medical benefits for full-time employees, government was significantly more likely to offer single dental benefits compare with employers in natural resources and mining, construction, professional and business services, leisure and hospitality and other services.

There was no statistically significant difference based on industry sector in the frequency of single and family dental benefits for both full-time and part-time employees. Differences may be attributed to variation in the sample.

Percent of Employers Offering Single Dental by Industry		
Industry	Single	Family
Full Time		
Natural Resources and Mining	20%	20%
Construction	45%	45%
Manufacturing	53%	53%
Trade, Transportation and Utilities	55%	54%
Information	61%	61%
Financial Activities	51%	51%
Professional and Business Services	47%	44%
Education and Health Services	60%	55%
Leisure and Hospitality	34%	32%
Other Services (except Government)	24%	24%
Public Administration	88%	88%
Part Time		
Natural Resources and Mining	17%	17%
Construction	8%	8%
Manufacturing	2%	2%
Trade, Transportation and Utilities	8%	8%
Information	*	*
Financial Activities	26%	24%
Professional and Business Services	10%	9%
Education and Health Services	15%	13%
Leisure and Hospitality	4%	4%
Other Services (except Government)	2%	2%
Public Administration	24%	21%

* n less than 3

Eligibility and Enrollment

While industry can impact whether a firm offered medical benefits, it did not play a role in determining eligibility for benefits or enrollment in offered benefits.

Percent of Employees Offered and Enrolled in Medical Coverage by Industry				
Industry	Offered		Enrolled	
	Single	Family	Single	Family
Full Time				
Natural Resources and Mining	95%	95%	88%	49%
Construction	88%	87%	83%	42%
Manufacturing	92%	89%	81%	40%
Trade, Transportation and Utilities	97%	95%	74%	45%
Information	100%	91%	77%	45%
Financial Activities	96%	96%	75%	40%
Professional and Business Services	94%	95%	82%	53%
Education and Health Services	93%	95%	77%	32%
Leisure and Hospitality	96%	86%	66%	33%
Other Services (except Government)	95%	98%	69%	23%
Public Administration	99%	99%	95%	43%
Part Time				
Natural Resources and Mining	*	*	*	*
Construction	92%	89%	75%	17%
Manufacturing	*	*	*	*
Trade, Transportation and Utilities	96%	96%	22%	11%
Information	*	*	*	*
Financial Activities	96%	96%	48%	33%
Professional and Business Services	84%	91%	44%	25%
Education and Health Services	77%	71%	62%	39%
Leisure and Hospitality	*	*	*	*
Other Services (except Government)	*	*	*	*
Public Administration	73%	69%	76%	40%

* n less than 3

Employer Paid Portion

Industry did have a small impact on the percentage of premium paid by the employer. Leisure and hospitality businesses as well as trade, transportation and utilities companies paid a significantly smaller proportion of the single medical premium for full-time employees than government. For all other firms the differences were due to sample variation.

Percent of Medical Coverage Paid by Employer by Industry		
Industry	Single	Family
Full Time		
Natural Resources and Mining	89%	64%
Construction	84%	39%
Manufacturing	85%	38%
Trade, Transportation and Utilities	81%	39%
Information	76%	45%
Financial Activities	82%	38%
Professional and Business Services	88%	53%
Education and Health Services	84%	27%
Leisure and Hospitality	76%	25%
Other Services (except Government)	84%	17%
Public Administration	99%	51%
Part Time		
Natural Resources and Mining	*	*
Construction	*	*
Manufacturing	*	*
Trade, Transportation and Utilities	29%	8%
Information	*	*
Financial Activities	69%	44%
Professional and Business Services	76%	66%
Education and Health Services	72%	29%
Leisure and Hospitality	*	*
Other Services (except Government)	*	*
Public Administration	84%	47%

*n less than 3

Paid Leave

As was the case with medical and dental benefits, paid leave seemed to be similarly affected by industry sector. On the low end for all leave types was natural resources and mining while government was at the top. Regardless of industry, firms reported offering paid undesigned leave less often than any other type of paid leave. In general most of the differences between industry groups were due in part to variation in sample.

Percent of Employers Offering Leave by Industry				
Industry	Undesignated Leave	Vacation Leave	Sick Leave	Holiday Leave
Full Time				
Natural Resources and Mining	7%	33%	7%	20%
Construction	13%	50%	20%	49%
Manufacturing	23%	78%	37%	76%
Trade, Transportation and Utilities	30%	75%	49%	71%
Information	59%	72%	53%	89%
Financial Activities	42%	65%	45%	75%
Professional and Business Services	32%	70%	51%	69%
Education and Health Services	45%	69%	58%	68%
Leisure and Hospitality	24%	52%	31%	40%
Other Services (except Government)	30%	71%	33%	69%
Public Administration	48%	97%	81%	97%
Part Time				
Natural Resources and Mining	<1%	<1%	<1%	17%
Construction	6%	9%	4%	24%
Manufacturing	4%	12%	4%	12%
Trade, Transportation and Utilities	9%	14%	9%	16%
Information	26%	21%	21%	32%
Financial Activities	13%	27%	16%	36%
Professional and Business Services	10%	26%	13%	30%
Education and Health Services	21%	28%	26%	34%
Leisure and Hospitality	2%	14%	6%	12%
Other Services (except Government)	10%	17%	5%	19%
Public Administration	10%	25%	31%	31%

*Leave benefits are not mutually exclusive, employers may offer more than one type.

Retirement

Government, or public administration, was significantly more likely to offer full-time employees a defined benefit package compare with all other industry sectors. This sector is also significantly more likely to offer full-time employees the option of both a defined contribution and a defined benefit package when compared with all other sectors. Nearly three in four hospitality businesses indicated they did not offer any form of retirement to their full-time employees compared with just 3 percent of government entities.

In general part-time employees were less likely to be offered any form of retirement benefits. More than nine in 10 manufacturing firms reported they did not offer part-time employees retirement compared to six in nine natural resources and mining companies.

Percent of Employers Offering Retirement by Industry				
Industry	Defined Contribution	Defined Benefit	Both Offered	None Offered
Full Time				
Natural Resources and Mining	27%	<1%	7%	67%
Construction	39%	1%	3%	57%
Manufacturing	50%	1%	4%	45%
Trade, Transportation and Utilities	51%	4%	2%	43%
Information	50%	<1%	6%	44%
Financial Activities	54%	1%	1%	43%
Professional and Business Services	40%	2%	5%	53%
Education and Health Services	49%	10%	3%	38%
Leisure and Hospitality	23%	2%	<1%	75%
Other Services (except Government)	39%	2%	2%	57%
Public Administration	31%	31%	34%	3%
Part Time				
Natural Resources and Mining	33%	<1%	<1%	67%
Construction	15%	<1%	<1%	85%
Manufacturing	8%	<1%	<1%	92%
Trade, Transportation and Utilities	12%	1%	1%	87%
Information	22%	<1%	<1%	78%
Financial Activities	29%	<1%	<1%	71%
Professional and Business Services	24%	<1%	3%	74%
Education and Health Services	24%	6%	2%	68%
Leisure and Hospitality	12%	<1%	<1%	88%
Other Services (except Government)	14%	5%	<1%	81%
Public Administration	6%	13%	13%	69%

REGION

The final way to shed light on compensation packages offered to Idaho workers is by geographic region.

Medical

For Idaho firms, geographic location generally did not have a significant impact on whether they offered medical benefits except in the case of family benefits for full-time employees. Firms in south central Idaho were statistically less likely at 47 percent than employers in southwestern Idaho at 66 percent to offer family medical coverage to their full-time employees.

Dental

Similarly firms in south central Idaho were also significantly less likely than firms in southwestern Idaho to offer family dental benefits. Outside of this one statistical difference between regions, all other differences were attributable to variation in sample.

Percent of Employers Offering Medical by Region		
Region	Single	Family
Full Time		
Northern	70%	64%
North Central	70%	61%
Southwestern	71%	66%
South Central	57%	47%
Southeastern	70%	65%
Eastern	55%	51%
Part Time		
Northern	12%	9%
North Central	9%	8%
Southwestern	12%	12%
South Central	9%	9%
Southeastern	10%	8%
Eastern	8%	8%

Percent of Employers Offering Dental by Region		
Region	Single	Family
Full Time		
Northern	54%	52%
North Central	52%	49%
Southwestern	56%	55%
South Central	36%	34%
Southeastern	54%	52%
Eastern	45%	45%
Part Time		
Northern	13%	11%
North Central	8%	8%
Southwestern	11%	11%
South Central	6%	6%
Southeastern	11%	8%
Eastern	10%	10%

Eligibility and Enrollment

As with size of firm and industry sector, geographic location did not play a significant role in determining the percentage of employees at firms who were offered medical benefits nor did it impact the percentage who enrolled in employer-provided medical coverage.

Percent of Employees Offered Medical Coverage by Region				
Region	Single		Family	
	Offered	Enrolled	Offered	Enrolled
Full Time				
Northern	96%	83%	95%	41%
North Central	97%	79%	97%	30%
Southwestern	96%	76%	93%	41%
South Central	95%	80%	94%	39%
Southeastern	91%	78%	91%	45%
Eastern	93%	73%	91%	48%
Part Time				
Northern	82%	36%	86%	6%
North Central	100%	38%	100%	17%
Southwestern	91%	57%	90%	30%
South Central	71%	60%	71%	26%
Southeastern	78%	65%	65%	58%
Eastern	88%	74%	88%	73%

Employer Paid Portion

Employers in eastern Idaho paid on average 75 percent of the single medical premium for their full-time employees, which is statistically significantly lower than employers in north central Idaho, who paid 91 percent on average, and south central Idaho, who paid on average 89 percent. In all other cases the differences between regions was attributable to differences in sample.

Percent of Medical Coverage Paid by Employer by Region		
Region	Single	Family
Full Time		
Northern	86%	28%
North Central	91%	35%
Southwestern	83%	39%
South Central	89%	41%
Southeastern	83%	42%
Eastern	75%	48%
Part Time		
Northern	57%	19%
North Central	95%	50%
Southwestern	71%	40%
South Central	71%	30%
Southeastern	59%	34%
Eastern	52%	50%

Paid Leave

In line with medical and dental coverage, there was no significant difference between regions in employers offering paid undesignated leave, paid vacation, paid sick leave or paid holiday leave. In general each region was less likely to offer undesignated leave compared to all other forms of leave, and this held true for both full-time and part-time workers.

Percent of Employers Offering Leave by Region				
Region	Undesignated Leave	Vacation Leave	Sick Leave	Holiday Leave
Full Time				
Northern	29%	70%	41%	66%
North Central	33%	68%	49%	69%
Southwestern	39%	67%	45%	69%
South Central	27%	75%	45%	67%
Southeastern	29%	72%	47%	67%
Eastern	22%	64%	42%	65%
Part Time				
Northern	9%	19%	17%	26%
North Central	13%	21%	21%	24%
Southwestern	13%	20%	11%	26%
South Central	13%	23%	15%	25%
Southeastern	7%	15%	10%	14%
Eastern	7%	18%	9%	24%

*Leave benefits are not mutually exclusive; employers may offer more than one type.

Retirement

Whether an Idaho firm offered some form of retirement benefit was also not affected by geographic location. In general differences among regions in the percentage of firms offering their full-time employees defined contribution plans, defined benefit plans, both plans and no retirement at all were due to sample variation.

Percent of Employers Offering Retirement by Region				
Region	Defined Contribution	Defined Benefit	Both Offered	None Offered
Full Time				
Northern	48%	7%	3%	41%
North Central	49%	7%	1%	42%
Southwestern	50%	3%	3%	44%
South Central	36%	3%	3%	58%
Southeastern	43%	5%	7%	45%
Eastern	36%	5%	6%	53%
Part Time				
Northern	16%	3%	1%	80%
North Central	23%	5%	>1%	72%
Southwestern	22%	2%	1%	75%
South Central	10%	1%	3%	86%
Southeastern	14%	2%	2%	82%
Eastern	12%	>1%	1%	87%

Comparisons Over Time

In understanding employee compensation packages in Idaho, it is important to identify trends. Differences from year to year can be small and fall within the range of statistical error, but viewed over time these differences can reveal actual change. Additional year-over-year comparisons based on size of firm, industry and region are available in appendices 4 through 6 beginning on page 31.

STATEWIDE

Medical and Dental Benefits

The percentage of employers offering single medical insurance to their full-time employees was statistically significantly higher in 2011 at 66 percent than in 2009 at 56 percent. In fact, the percentage of employers in 2011 offering single medical insurance coverage returned to 2007 levels, erasing the downward trend established in 2005. Employers in 2011 were also significantly more likely to offer their full-time employees single dental, family medical and family dental coverage compared with those surveyed in 2009.

Eligibility and Enrollment

The percentage of full-time Idahoans offered single medical coverage remained fairly steady between 2007 and 2011. Statistically significant declines occurred during 2007 and 2009 in terms of the percentage of full-time Idaho workers offered coverage for their families. Between 2007 and 2009 the percentage of full-time employees offered coverage fell by 41 points but then experienced statistically significant improvement in 2011, rebounding by 43 points.

As with eligibility, the percentage of Idahoans working for firms offering medical benefits and choosing to enroll in those programs remained fairly constant over this period although significant declines were experienced for full-time workers enrolling in family benefits. The percentage dropped significantly from 51 percent in 2007 to 42 percent in 2011.

Paid Leave

Over the four years, employers continued to hold steady in terms of paid leave with paid undesignated leave being the least likely to be offered to both full- and part-time employees. While paid undesignated leave for full-time workers remained the least likely paid leave benefit, it has experienced statistically significant growth since 2007, from 22 percent to 31 percent in 2011.

Retirement

The percentage of Idaho firms offering both defined contribution and defined benefits plans to their full-time employees has significantly decreased, falling from 11 percent in 2007 to just 4 percent in 2011. But those declines were mitigated by the increase in firms offering defined contributions to their full-time employees. There has been a statistically significant 12 percentage point increase between 2007 and 2011 in firms offering full-time employees access to defined contribution plans. Part-timers at firms offering retirement experienced statistically significant increases in access to both defined benefit and defined contribution plans.

Comparisons Over Time

Continued from previous page.

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Percent of Employers Offering Benefit 2007-2011						
Benefit	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Insurance						
Single Medical	63%	56%	66%	10%	12%	11%
Single Dental	45%	44%	51%	9%	10%	11%
Family Medical	57%	53%	61%	8%	11%	10%
Family Dental	43%	42%	50%	8%	9%	10%
Offered & Enrolled						
Offered Single Medical	94%	96%	95%	71%	89%	86%
Enrolled Single Medical	77%	76%	78%	51%	54%	53%
Offered Family Medical	91%	50%	93%	76%	84%	84%
Enrolled Family Medical	51%	45%	42%	32%	36%	30%
Premium						
% single employer paid	84%	83%	84%	70%	69%	67%
% family employer paid	41%	38%	39%	41%	47%	37%
Leave						
Paid Undesignated Leave	22%	29%	31%	8%	10%	11%
Paid Vacation Leave	70%	67%	69%	21%	19%	19%
Paid Sick Leave	48%	49%	45%	13%	14%	13%
Paid Holiday Leave	67%	68%	67%	24%	25%	24%
Retirement						
Defined Contribution	33%	39%	45%	13%	19%	17%
Defined Benefit	6%	4%	5%	3%	2%	2%
Both Offered	11%	7%	4%	4%	2%	1%
None Offered	51%	49%	46%	79%	76%	79%

SIZE OF FIRM

The most noteworthy change in employee compensation packages was the increase in firms with payrolls under 50 that offered full-time employees medical and dental coverage. At all sizes access to medical and dental care declined from 2007 to 2009 and then increased from 2009 to 2011. Firms with 50 to 99 employees were statistically more likely in 2011 compared to both 2007 and 2009 to offer single medical, single dental and family medical to their part-time employees. Additional cross time comparisons of employee compensation based on size of firm can be found in appendix 4 starting on page 30.

Percent of Employers Offering Benefits By Size of Employer 2007-2011						
Employer Size	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Insurance						
Single Medical						
Less than 10	37%	29%	49%	3%	8%	7%
10 to 49	58%	50%	76%	8%	7%	8%
50 to 99	79%	81%	82%	5%	6%	18%
100 to 249	86%	88%	95%	9%	11%	17%
250 +	99%	95%	98%	32%	37%	32%
Single Dental						
Less than 10	15%	15%	30%	1%	3%	5%
10 to 49	34%	37%	58%	7%	6%	8%
50 to 99	65%	63%	74%	6%	7%	20%
100 to 249	79%	83%	88%	11%	9%	14%
250 +	96%	90%	100%	30%	37%	30%
Family Medical						
Less than 10	28%	23%	42%	1%	5%	6%
10 to 49	49%	48%	69%	7%	6%	7%
50 to 99	76%	77%	81%	6%	6%	18%
100 to 249	84%	88%	95%	8%	11%	17%
250 +	97%	93%	98%	29%	38%	30%
Family Dental						
Less than 10	14%	14%	29%	1%	2%	5%
10 to 49	33%	34%	56%	6%	4%	8%
50 to 99	64%	61%	75%	7%	8%	20%
100 to 249	74%	83%	88%	9%	9%	14%
250 +	91%	90%	100%	25%	38%	30%

About the Survey

Employee compensation is one of the core components of the employer-employee relationship.⁵ It is important to understand compensation packages in order to evaluate a firm's competitive ability to attract and retain quality employees. A large component of employee compensation falls into the category of non-wage compensation, otherwise known as fringe benefits. These non-wage benefits include group insurance, retirement plans, daycare, sick leave, profit sharing and other specialized benefits. Information about fringe benefits is useful for job seekers, employers, chambers of commerce, economic development groups and policy makers.

Every other year the Idaho Department of Labor surveys Idaho employers to learn about the health insurance, retirement and paid leave benefits they offer their employees.

Employers included in the survey have employees covered by unemployment insurance and include private, state and local government entities.

This report includes estimates of the percentage of firms offering benefits and benefits offered by industry, size class, ownership and region. This report also estimates the percentage of employees who were offered and enrolled in medical benefits.

Detailed results of the survey, a brief methodology, survey re-sponse rates, as well as survey materials can be found in the appendices.

⁵Gerhart, Barry and George T. Milkovich. Employee Compensation Research and Practice. <http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1364&context=cahrswp>. 1991.

Appendices

Appendix 1: NAICS Definitions

The North American Industry Classification System Super Sectors were used to define and group firms. Super Sector codes are outlined starting below.

NAICS	Industry Title	Industry Definition
11, 21	Natural Resources and Mining	11 -Firms engaged in growing crops, raising animals, harvesting timber, harvesting fish and other animals from farms, ranches or the animals' natural habitat. 21-Firms that extract naturally occurring mineral solids, liquid minerals and gases.
23	Construction	23-Firms engaged in erecting buildings and other structures; heavy construction other than buildings; and alterations, reconstruction, installation and maintenance and repairs.
31-33	Manufacturing	31-33 Firms engaged in the mechanical, physical or chemical transformation of material, substances or components into new products.
22, 41-43, 44- 46, 48-49	Trade, Transportation and Utilities	22 Firms engaged in generating, transmitting and/or distributing electricity, gas, steam and water and removing sewage through a permanent infrastructure. 41-43 Firms engaged in selling or arranging for the purchase or sale of goods for resale; capital or durable nonconsumer goods; and raw and intermediate materials and supplies used in productions and providing services incidental to the sale of the merchandise. 44-46 Firms engaged in retailing merchandise generally in small quantities to the general public and providing services incidental to the sale of the merchandise. 48-49 Firms that provide transportation of passengers and cargo, warehousing and storing goods, scenic and sight-seeing transportation and supporting these activities.
51	Information	51-Firms engaged in distributing information and cultural products, providing the means to transmit or distribute these products as data or communications and processing data.

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Appendix 1: NAICS Definitions

Continued from previous page.

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NAICS	Industry Title	Industry Definition
11, 21	Natural Resources and Mining	11 -Firms engaged in growing crops, raising animals, harvesting timber, harvesting fish and other animals from farms, ranches or the animals' natural habitat. 21-Firms that extract naturally occurring mineral solids, liquid minerals and gases.
23	Construction	23-Firms engaged in erecting buildings and other structures; heavy construction other than buildings; and alterations, reconstruction, installation and maintenance and repairs.
31-33	Manufacturing	31-33 Firms engaged in the mechanical, physical or chemical transformation of material, substances or components into new products.
22, 41-43, 44-46, 48-49	Trade, Transportation and Utilities	22 Firms engaged in generating, transmitting, and/or distributing electricity, gas, steam and water and removing sewage through a permanent infrastructure. 41-43 Firms engaged in selling or arranging for the purchase or sale of goods for resale; capital or durable nonconsumer goods; and raw and intermediate materials and supplies used in productions and providing services incidental to the sale of the merchandise. 44-46 Firms engaged in retailing merchandise generally in small quantities to the general public and providing services incidental to the sale of the merchandise. 48-49 Firms that provide transportation of passengers and cargo, warehousing and storing goods, scenic and sightseeing transportation and supporting these activities.
51	Information	51-Firms engaged in distributing information and cultural products, providing the means to transmit or distribute these products as data or communications and processing data.

Appendix 2: Regions

Idaho regions referenced throughout this publication are northern, north central, southwestern, south central, southeastern and eastern. The map below illustrates the location and composition of each region.



Appendix 3: Demographics of Employers & Employees

Appendix 3 displays the distribution of Idaho employers and employees as of second quarter 2011.

Appendix X: Demographics of Idaho Employers and Employees, Second Quarter 2011				
	Employers ⁶	%	Employees	%
Statewide				
	47,202		609,547	
Region				
Northern	7,767	14%	76,448	13%
North Central	3,397	6%	41,256	7%
Southwestern	21,310	39%	272,249	45%
South Central	7,307	14%	77,173	13%
Southeastern	4,520	8%	57,664	9%
Eastern	6,860	13%	79,217	13%
Unknown	2,937	5%	5,539	<1%
Industry				
Natural Resources and Mining	2,186	5%	24,450	4%
Construction	7,283	15%	30,558	5%
Manufacturing	2,234	5%	54,413	9%
Trade, Transportation and Utilities	9,540	20%	124,192	20%
Information	877	2%	10,203	2%
Financial Activities	3,949	8%	27,408	4%
Professional and Business Services	8,622	18%	75,589	12%
Education and Health Services	5,108	11%	140,623	23%
Leisure and Hospitality	3,791	8%	61,833	10%
Other Services (except Government)	3,370	7%	16,152	3%
Public Administration	520	1%	43,766	7%
Unknown	135	<1%	360	<1%
Employer Size				
Less than 10	38,191	81%	107,036	18%
10 to 49	7,239	15%	192,400	32%
50 to 99	907	2%	91,671	15%
100 to 249	571	1%	89,454	15%
250 +	294	<1%	128,986	21%
Ownership				
Federal Government	40	<1%	12,966	2%
State Government	95	<1%	24,474	4%
Local Government	890	2%	75,455	12%
Private Business	46,177	98%	496,653	81%

Source: Idaho Department of Labor Quarterly Census of Employment and Wage, 2011 Quarter 2.

⁶Statewide employer totals do not reflect multiple locations for any given employer. Regional employer totals include all employers with locations in the region regardless of locations elsewhere. Industry employer totals include employers based on the North American Industrial Classification of each location. Employer size and ownership totals do not reflect multiple employer locations for any given employer.

Appendix 4: Additional Size of Firm Tables

Idaho Fringe
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of 2011

Percent of Employers Offering Benefits by Size of Employer 2007-2011						
Employer Size	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Insurance						
% Single Medical Paid by Employer						
Less than 10	87%	78%	84%	100%	75%	65%
10 to 49	82%	83%	82%	67%	68%	62%
50 to 99	84%	84%	88%	79%	84%	59%
100 to 249	84%	79%	89%	62%	13%	85%
250 +	86%	86%	85%	68%	72%	70%
% Family Medical Paid by Employer						
Less than 10	52%	44%	42%	50%	80%	31%
10 to 49	39%	33%	33%	41%	35%	32%
50 to 99	32%	36%	33%	32%	5%	34%
100 to 249	29%	41%	30%	33%	18%	18%
250 +	52%	46%	63%	42%	58%	55%
Offered Single						
Less than 10	94%	95%	96%	81%	100%	95%
10 to 49	94%	96%	94%	82%	95%	85%
50 to 99	94%	97%	92%	54%	85%	82%
100 to 249	91%	99%	95%	89%	100%	73%
250 +	95%	96%	96%	60%	80%	78%
Enrolled Single						
Less than 10	82%	80%	78%	100%	88%	51%
10 to 49	75%	78%	78%	38%	45%	57%
50 to 99	79%	78%	81%	64%	80%	48%
100 to 249	77%	68%	79%	65%	18%	80%
250 +	76%	74%	73%	48%	47%	48%
Offered Family						
Less than 10	91%	22%	95%	*	100%	92%
10 to 49	92%	44%	92%	86%	85%	89%
50 to 99	87%	72%	91%	64%	85%	80%
100 to 249	90%	86%	93%	65%	100%	73%
250 +	93%	90%	96%	72%	76%	77%
Enrolled Family						
Less than 10	66%	59%	41%	*	60%	24%
10 to 49	50%	43%	41%	24%	22%	29%
50 to 99	43%	41%	42%	8%	23%	34%
100 to 249	44%	46%	36%	73%	14%	40%
250 +	55%	46%	49%	30%	44%	35%

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Appendix 4: Additional Size of Firm Tables

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Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefits by Size of Employer 2007-2011						
Employer Size	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Leave						
Paid Undesignated Leave						
Less than 10	16%	20%	28%	5%	3%	9%
10 to 49	19%	24%	28%	5%	7%	10%
50 to 99	25%	37%	35%	8%	9%	10%
100 to 249	30%	38%	50%	13%	9%	24%
250 +	43%	54%	57%	20%	32%	20%
Paid Vacation Leave						
Less than 10	46%	49%	63%	16%	14%	16%
10 to 49	74%	74%	74%	22%	17%	22%
50 to 99	87%	77%	69%	26%	20%	18%
100 to 249	91%	80%	79%	15%	9%	22%
250 +	83%	76%	77%	24%	38%	30%
Paid Sick Leave						
Less than 10	34%	36%	37%	9%	10%	9%
10 to 49	45%	52%	45%	11%	13%	15%
50 to 99	58%	49%	48%	17%	12%	10%
100 to 249	70%	57%	62%	12%	0%	17%
250 +	67%	69%	75%	22%	38%	32%
Paid Holiday Leave						
Less than 10	47%	49%	61%	18%	17%	21%
10 to 49	68%	70%	68%	24%	26%	26%
50 to 99	82%	76%	69%	32%	21%	18%
100 to 249	85%	88%	86%	21%	18%	28%
250 +	87%	86%	94%	29%	44%	40%

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Appendix 4: Additional Size of Firm Tables

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Idaho Fringe
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Percent of Employers Offering Benefits by Size of Employer 2007-2011						
Employer Size	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Retirement						
Defined Contribution						
Less than 10	20%	20%	33%	7%	7%	9%
10 to 49	29%	37%	49%	13%	7%	18%
50 to 99	48%	58%	61%	24%	36%	34%
100 to 249	48%	61%	69%	28%	30%	42%
250 +	52%	57%	64%	45%	46%	30%
Defined Benefit						
Less than 10	3%	3%	3%	4%	1%	1%
10 to 49	5%	2%	5%	6%	1%	2%
50 to 99	7%	7%	3%	6%	4%	2%
100 to 249	11%	2%	17%	4%	0%	8%
250 +	12%	11%	8%	20%	5%	4%
Both Offered						
Less than 10	4%	2%	2%	2%	1%	0%
10 to 49	9%	4%	3%	3%	0%	1%
50 to 99	14%	10%	9%	5%	3%	0%
100 to 249	22%	12%	5%	2%	3%	0%
250 +	30%	25%	23%	12%	9%	15%
None Offered						
Less than 10	75%	75%	62%	90%	91%	90%
10 to 49	58%	57%	44%	82%	92%	79%
50 to 99	32%	25%	27%	75%	57%	64%
100 to 249	21%	24%	10%	68%	67%	50%
250 +	7%	7%	6%	47%	39%	50%

Appendix 5: Additional Industry Tables

Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefits by Industry 2007-2011						
Industry	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Insurance						
Single Medical						
Natural Resources and Mining	31%	67%	27%	0%	29%	17%
Construction	51%	40%	61%	10%	16%	8%
Manufacturing	60%	51%	70%	7%	10%	2%
Trade, Transportation and Utilities	64%	64%	70%	6%	7%	9%
Information	70%	70%	78%	5%	6%	16%
Financial Activities	64%	47%	75%	24%	26%	33%
Professional and Business Services	73%	61%	62%	12%	11%	10%
Education and Health Services	70%	58%	72%	18%	12%	13%
Leisure and Hospitality	39%	44%	48%	4%	8%	2%
Other Services (except Government)	51%	39%	43%	2%	7%	2%
Public Administration	91%	88%	97%	9%	22%	24%
Single Dental						
Natural Resources and Mining	15%	33%	20%	0%	14%	17%
Construction	29%	24%	45%	10%	14%	8%
Manufacturing	40%	36%	53%	5%	10%	2%
Trade, Transportation and Utilities	42%	54%	55%	6%	6%	8%
Information	45%	74%	61%	5%	6%	5%
Financial Activities	49%	34%	51%	18%	18%	26%
Professional and Business Services	51%	43%	47%	8%	9%	10%
Education and Health Services	58%	51%	60%	19%	14%	15%
Leisure and Hospitality	34%	29%	34%	4%	3%	4%
Other Services (except Government)	29%	33%	24%	2%	4%	2%
Public Administration	82%	73%	88%	8%	22%	24%
Family Medical						
Natural Resources and Mining	31%	58%	27%	0%	29%	17%
Construction	47%	37%	59%	8%	14%	9%
Manufacturing	53%	48%	68%	5%	6%	2%
Trade, Transportation and Utilities	56%	61%	66%	6%	6%	9%
Information	60%	70%	78%	5%	6%	16%
Financial Activities	61%	45%	72%	19%	25%	30%
Professional and Business Services	68%	59%	52%	12%	12%	9%
Education and Health Services	58%	57%	59%	17%	12%	10%
Leisure and Hospitality	36%	31%	39%	4%	6%	2%
Other Services (except Government)	46%	33%	35%	0%	4%	<1%
Public Administration	89%	81%	94%	6%	25%	21%

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Appendix 5: Additional Industry Tables

Continued from previous page.

Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefits by Industry 2007-2011						
Industry	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Family Dental						
Natural Resources and Mining	15%	33%	20%	0%	14%	17%
Construction	28%	22%	45%	8%	14%	8%
Manufacturing	39%	35%	53%	4%	6%	2%
Trade, Transportation and Utilities	40%	52%	54%	6%	5%	8%
Information	45%	74%	61%	5%	6%	11%
Financial Activities	45%	32%	51%	16%	17%	24%
Professional and Business Services	49%	43%	44%	8%	8%	9%
Education and Health Services	53%	49%	55%	19%	14%	13%
Leisure and Hospitality	30%	25%	32%	2%	3%	4%
Other Services (except Government)	31%	30%	24%	0%	4%	2%
Public Administration	82%	73%	88%	6%	25%	21%
% Single Medical Paid by Employer						
Natural Resources and Mining	100%	1%	89%	*	*	*
Construction	88%	78%	84%	*	*	*
Manufacturing	83%	78%	85%	*	*	*
Trade, Transportation and Utilities	80%	81%	81%	80%	54%	29%
Information	84%	83%	76%	*	*	*
Financial Activities	78%	75%	82%	53%	63%	69%
Professional and Business Services	80%	87%	88%	93%	64%	76%
Education and Health Services	88%	84%	84%	62%	67%	72%
Leisure and Hospitality	72%	70%	76%	*	*	*
Other Services (except Government)	82%	87%	84%	*	*	*
Public Administration	98%	95%	99%	88%	81%	84%
% Family Medical Paid by Employer						
Natural Resources and Mining	75%	43%	64%	*	*	*
Construction	52%	46%	39%	*	*	*
Manufacturing	41%	47%	38%	*	*	*
Trade, Transportation and Utilities	41%	41%	39%	61%	43%	8%
Information	48%	61%	45%	*	*	*
Financial Activities	30%	34%	38%	24%	35%	44%
Professional and Business Services	35%	33%	53%	60%	29%	66%
Education and Health Services	41%	13%	27%	28%	37%	29%
Leisure and Hospitality	32%	51%	25%	*	*	*
Other Services (except Government)	31%	25%	17%	*	*	*
Public Administration	50%	64%	51%	65%	71%	47%

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Appendix 5: Additional Industry Tables

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Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefits by Industry 2007-2011						
Industry	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Offered Single						
Natural Resources and Mining	72%	98%	95%	*	*	*
Construction	90%	89%	88%	95%	92%	92%
Manufacturing	93%	94%	92%	*	*	*
Trade, Transportation and Utilities	94%	97%	97%	45%	98%	96%
Information	91%	100%	100%	*	*	*
Financial Activities	96%	100%	96%	98%	76%	96%
Professional and Business Services	92%	96%	94%	86%	100%	84%
Education and Health Services	96%	100%	93%	45%	72%	77%
Leisure and Hospitality	93%	80%	96%	*	*	*
Other Services (except Government)	89%	95%	95%	*	*	*
Public Administration	99%	99%	99%	85%	84%	73%
Enrolled Single						
Natural Resources and Mining	96%	82%	88%	*	*	*
Construction	77%	76%	83%	63%	85%	75%
Manufacturing	78%	71%	81%	*	*	*
Trade, Transportation and Utilities	74%	73%	74%	67%	30%	22%
Information	81%	75%	77%	*	*	*
Financial Activities	73%	75%	75%	35%	69%	48%
Professional and Business Services	66%	79%	82%	36%	26%	44%
Education and Health Services	77%	75%	77%	51%	76%	62%
Leisure and Hospitality	68%	81%	66%	*	*	*
Other Services (except Government)	79%	72%	69%	*	*	*
Public Administration	95%	86%	95%	82%	38%	76%
Offered Family						
Natural Resources and Mining	61%	53%	95%	*	*	*
Construction	83%	32%	87%	87%	90%	89%
Manufacturing	92%	43%	89%	*	*	*
Trade, Transportation and Utilities	90%	58%	95%	61%	97%	96%
Information	92%	70%	91%	*	*	*
Financial Activities	91%	44%	96%	84%	71%	96%
Professional and Business Services	90%	56%	95%	100%	88%	91%
Education and Health Services	96%	55%	95%	64%	64%	71%
Leisure and Hospitality	87%	25%	86%	*	*	*
Other Services (except Government)	87%	33%	98%	*	*	*
Public Administration	96%	81%	99%	65%	77%	69%

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Appendix 5: Additional Industry Tables

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Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefits by Industry 2007-2011						
Industry	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Enrolled Family						
Natural Resources and Mining	75%	50%	49%	*	*	*
Construction	67%	58%	42%	33%	81%	17%
Manufacturing	48%	47%	40%	*	*	*
Trade, Transportation and Utilities	50%	45%	45%	44%	28%	11%
Information	42%	41%	45%	*	*	*
Financial Activities	52%	41%	40%	23%	14%	33%
Professional and Business Services	40%	46%	53%	19%	15%	25%
Education and Health Services	51%	34%	32%	23%	56%	39%
Leisure and Hospitality	43%	47%	33%	*	*	*
Other Services (except Government)	49%	41%	23%	*	*	*
Public Administration	58%	58%	43%	93%	39%	40%
Leave						
Paid Undesignated Leave						
Natural Resources and Mining	17%	9%	7%	<1%	<1%	<1%
Construction	12%	11%	13%	3%	<1%	6%
Manufacturing	18%	27%	23%	5%	14%	4%
Trade, Transportation and Utilities	15%	23%	30%	4%	5%	9%
Information	18%	24%	59%	24%	14%	26%
Financial Activities	46%	30%	42%	15%	17%	13%
Professional and Business Services	18%	41%	32%	9%	15%	10%
Education and Health Services	41%	42%	45%	19%	19%	21%
Leisure and Hospitality	4%	17%	24%	<1%	3%	2%
Other Services (except Government)	21%	37%	30%	8%	12%	10%
Public Administration	37%	50%	48%	3%	9%	10%
Paid Vacation Leave						
Natural Resources and Mining	50%	55%	33%	<1%	<1%	<1%
Construction	50%	40%	50%	6%	3%	9%
Manufacturing	78%	68%	78%	18%	14%	12%
Trade, Transportation and Utilities	71%	75%	75%	15%	16%	14%
Information	86%	90%	72%	24%	47%	21%
Financial Activities	64%	61%	65%	26%	36%	27%
Professional and Business Services	73%	70%	70%	29%	23%	26%
Education and Health Services	82%	74%	69%	34%	25%	28%
Leisure and Hospitality	50%	47%	52%	20%	14%	14%
Other Services (except Government)	63%	68%	71%	22%	4%	17%
Public Administration	84%	96%	97%	23%	33%	25%

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Appendix 5: Additional Industry Tables

Continued from previous page.

Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefits by Industry 2007-2011						
Industry	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Paid Sick Leave						
Natural Resources and Mining	17%	36%	7%	<1%	<1%	<1%
Construction	25%	13%	20%	4%	3%	4%
Manufacturing	37%	34%	37%	6%	11%	4%
Trade, Transportation and Utilities	41%	53%	49%	6%	8%	9%
Information	71%	74%	53%	17%	29%	21%
Financial Activities	48%	54%	45%	16%	35%	16%
Professional and Business Services	58%	59%	51%	18%	17%	13%
Education and Health Services	70%	60%	58%	26%	23%	26%
Leisure and Hospitality	26%	28%	31%	8%	<1%	6%
Other Services (except Government)	41%	48%	33%	12%	8%	5%
Public Administration	82%	88%	81%	20%	32%	31%
Paid Holiday Leave						
Natural Resources and Mining	38%	55%	20%	10%	14%	17%
Construction	48%	38%	49%	8%	14%	24%
Manufacturing	82%	72%	76%	28%	32%	12%
Trade, Transportation and Utilities	63%	71%	71%	18%	18%	16%
Information	82%	90%	89%	32%	47%	32%
Financial Activities	75%	58%	75%	36%	36%	36%
Professional and Business Services	73%	78%	69%	27%	31%	30%
Education and Health Services	83%	80%	68%	37%	33%	34%
Leisure and Hospitality	32%	28%	40%	15%	8%	12%
Other Services (except Government)	52%	62%	69%	23%	13%	19%
Public Administration	84%	96%	97%	25%	39%	31%
Retirement						
Defined Contribution						
Natural Resources and Mining	38%	25%	27%	0%	0%	33%
Construction	29%	26%	39%	8%	13%	15%
Manufacturing	37%	41%	50%	16%	30%	8%
Trade, Transportation and Utilities	34%	49%	51%	16%	16%	12%
Information	32%	40%	50%	16%	19%	22%
Financial Activities	47%	39%	54%	30%	17%	29%
Professional and Business Services	54%	49%	40%	29%	21%	24%
Education and Health Services	28%	43%	49%	24%	32%	24%
Leisure and Hospitality	21%	25%	23%	8%	11%	12%
Other Services (except Government)	19%	26%	39%	6%	11%	14%
Public Administration	20%	16%	31%	19%	9%	6%

Continued on next page.

Appendix 5: Additional Industry Tables

Continued from previous page.

Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefits by Industry 2007-2011						
Industry	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Defined Benefit						
Natural Resources and Mining	<1%	17%	<1%	<1%	<1%	<1%
Construction	8%	5%	1%	7%	3%	<1%
Manufacturing	4%	<1%	1%	1%	<1%	<1%
Trade, Transportation and Utilities	4%	2%	4%	5%	<1%	1%
Information	4%	10%	<1%	8%	<1%	<1%
Financial Activities	2%	3%	1%	9%	4%	<1%
Professional and Business Services	2%	3%	2%	5%	2%	<1%
Education and Health Services	11%	7%	10%	13%	2%	6%
Leisure and Hospitality	<1%	<1%	2%	2%	<1%	<1%
Other Services (except Government)	4%	3%	2%	3%	<1%	5%
Public Administration	17%	20%	31%	16%	23%	13%
Both Offered						
Natural Resources and Mining	<1%	<1%	7%	<1%	<1%	<1%
Construction	8%	<1%	3%	1%	3%	<1%
Manufacturing	8%	4%	4%	1%	4%	<1%
Trade, Transportation and Utilities	7%	6%	2%	4%	<1%	1%
Information	8%	10%	6%	4%	13%	<1%
Financial Activities	12%	5%	1%	7%	<1%	<1%
Professional and Business Services	8%	7%	5%	3%	5%	3%
Education and Health Services	21%	8%	3%	7%	<1%	2%
Leisure and Hospitality	2%	<1%	<1%	<1%	<1%	<1%
Other Services (except Government)	2%	6%	2%	<1%	<1%	<1%
Public Administration	38%	52%	34%	10%	14%	13%
None Offered						
Natural Resources and Mining	62%	58%	67%	100%	100%	67%
Construction	57%	70%	57%	84%	81%	85%
Manufacturing	52%	55%	45%	84%	67%	92%
Trade, Transportation and Utilities	56%	43%	43%	82%	84%	87%
Information	56%	40%	44%	80%	69%	78%
Financial Activities	39%	53%	43%	68%	78%	71%
Professional and Business Services	37%	41%	53%	68%	72%	74%
Education and Health Services	41%	43%	38%	67%	66%	68%
Leisure and Hospitality	77%	75%	75%	90%	89%	88%
Other Services (except Government)	75%	65%	57%	91%	89%	81%
Public Administration	25%	12%	3%	72%	55%	69%

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Appendix 6: Additional Region Tables

Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefit by Region 2007-2011						
Region	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Insurance						
Single Medical						
Northern	62%	59%	70%	9%	7%	12%
North Central	56%	45%	70%	9%	5%	9%
Southwestern	67%	61%	71%	12%	16%	12%
South Central	66%	47%	57%	7%	13%	9%
Southeastern	59%	63%	70%	7%	6%	10%
Eastern	65%	55%	55%	11%	15%	8%
Single Dental						
Northern	40%	49%	54%	7%	4%	13%
North Central	38%	31%	52%	8%	5%	8%
Southwestern	53%	48%	56%	12%	16%	11%
South Central	40%	36%	36%	7%	12%	6%
Southeastern	45%	46%	54%	7%	7%	11%
Eastern	47%	43%	45%	10%	10%	10%
Family Medical						
Northern	54%	57%	64%	7%	8%	9%
North Central	51%	36%	61%	10%	5%	8%
Southwestern	60%	56%	66%	10%	14%	12%
South Central	57%	47%	47%	4%	13%	9%
Southeastern	53%	59%	65%	6%	6%	8%
Eastern	60%	53%	51%	11%	13%	8%
Family Dental						
Northern	39%	48%	52%	5%	5%	11%
North Central	35%	27%	49%	8%	5%	8%
Southwestern	51%	44%	55%	10%	15%	11%
South Central	39%	37%	34%	6%	10%	6%
Southeastern	41%	46%	52%	6%	7%	8%
Eastern	45%	43%	45%	11%	9%	10%
% Single Medical Paid by Employer						
Northern	86%	84%	86%	76%	59%	57%
North Central	90%	92%	91%	65%	98%	95%
Southwestern	81%	84%	83%	79%	72%	71%
South Central	88%	78%	89%	41%	57%	71%
Southeastern	87%	80%	83%	65%	93%	59%
Eastern	76%	79%	75%	73%	65%	52%

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Appendix 6: Additional Region Tables

Continued from previous page.

Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefit by Region 2007-2011						
Region	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
% Family Medical Paid by Employer						
Northern	34%	43%	28%	38%	24%	19%
North Central	36%	30%	35%	25%	33%	50%
Southwestern	37%	38%	39%	45%	49%	40%
South Central	39%	33%	41%	20%	48%	30%
Southeastern	52%	38%	42%	23%	95%	34%
Eastern	52%	42%	48%	70%	41%	50%
Offered Single						
Northern	93%	95%	96%	78%	87%	82%
North Central	90%	89%	97%	51%	*	100%
Southwestern	94%	96%	96%	81%	87%	91%
South Central	92%	99%	95%	52%	93%	71%
Southeastern	97%	98%	91%	79%	73%	78%
Eastern	95%	98%	93%	73%	93%	88%
Enrolled Single						
Northern	76%	77%	83%	69%	49%	36%
North Central	81%	93%	79%	45%	*	38%
Southwestern	76%	75%	76%	57%	58%	57%
South Central	77%	74%	80%	29%	54%	60%
Southeastern	81%	74%	78%	40%	*	65%
Eastern	73%	73%	73%	45%	52%	74%
Offered Family						
Northern	93%	52%	95%	90%	79%	86%
North Central	86%	30%	97%	60%	*	100%
Southwestern	92%	54%	93%	78%	82%	90%
South Central	89%	45%	94%	47%	92%	71%
Southeastern	92%	58%	91%	100%	73%	65%
Eastern	89%	51%	91%	75%	80%	88%
Enrolled Family						
Northern	48%	49%	41%	34%	24%	6%
North Central	49%	52%	30%	17%	*	17%
Southwestern	44%	40%	41%	37%	49%	30%
South Central	52%	44%	39%	7%	26%	26%
Southeastern	61%	42%	45%	33%	*	58%
Eastern	58%	52%	48%	39%	40%	73%

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Appendix 6: Additional Region Tables

Continued from previous page.

Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefit by Region 2007-2011						
Region	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Leave						
Paid Undesignated Leave						
Northern	17%	32%	29%	6%	10%	9%
North Central	23%	23%	33%	13%	11%	13%
Southwestern	26%	35%	39%	11%	16%	13%
South Central	24%	22%	27%	4%	8%	13%
Southeastern	14%	29%	29%	7%	3%	7%
Eastern	27%	26%	22%	8%	8%	7%
Paid Vacation Leave						
Northern	69%	70%	70%	20%	23%	19%
North Central	79%	57%	68%	26%	13%	21%
Southwestern	72%	72%	67%	24%	20%	20%
South Central	69%	64%	75%	23%	17%	23%
Southeastern	64%	69%	72%	17%	25%	15%
Eastern	67%	63%	64%	14%	11%	18%
Paid Sick Leave						
Northern	41%	45%	41%	11%	10%	17%
North Central	52%	39%	49%	17%	8%	21%
Southwestern	53%	56%	45%	16%	19%	11%
South Central	41%	46%	45%	13%	14%	15%
Southeastern	47%	50%	47%	9%	18%	10%
Eastern	50%	48%	42%	9%	11%	9%
Paid Holiday Leave						
Northern	66%	72%	66%	23%	28%	26%
North Central	73%	60%	69%	32%	23%	24%
Southwestern	69%	75%	69%	25%	26%	26%
South Central	64%	57%	67%	27%	21%	25%
Southeastern	63%	70%	67%	23%	32%	14%
Eastern	68%	62%	65%	15%	16%	24%

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Appendix 6: Additional Region Tables

Continued from previous page.

Idaho Fringe
Benefits Survey
of 2011

Percent of Employers Offering Benefit by Region 2007-2011						
Region	Full Time			Part Time		
	2007	2009	2011	2007	2009	2011
Retirement						
Defined Contribution						
Northern	28%	37%	48%	15%	17%	16%
North Central	30%	36%	49%	17%	16%	23%
Southwestern	36%	41%	50%	21%	23%	22%
South Central	40%	33%	36%	14%	19%	10%
Southeastern	27%	42%	43%	19%	13%	14%
Eastern	34%	44%	36%	15%	22%	12%
Defined Benefit						
Northern	7%	8%	7%	6%	0%	3%
North Central	10%	5%	7%	13%	5%	5%
Southwestern	4%	2%	3%	7%	1%	2%
South Central	4%	2%	3%	4%	2%	1%
Southeastern	9%	6%	5%	7%	5%	2%
Eastern	4%	4%	5%	6%	3%	>1%
Both Offered						
Northern	9%	8%	3%	4%	3%	1%
North Central	13%	4%	1%	7%	0%	>1%
Southwestern	13%	9%	3%	5%	4%	1%
South Central	9%	5%	3%	1%	0%	3%
Southeastern	12%	6%	7%	4%	3%	2%
Eastern	12%	7%	6%	2%	2%	1%
None Offered						
Northern	58%	48%	41%	82%	81%	80%
North Central	49%	55%	42%	76%	78%	72%
Southwestern	48%	48%	44%	77%	72%	75%
South Central	48%	59%	58%	82%	79%	86%
Southeastern	53%	45%	45%	75%	79%	82%
Eastern	51%	44%	53%	80%	73%	87%

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Appendix 7: Methodology & Response Rates

The state of Idaho selected 1,933 employers to participate in the 2011 Idaho Fringe Benefits Survey. General findings are significant at a 95 percent confidence level with a margin of error of plus or minus 3 percentage points. Results with fewer than three respondents are suppressed to protect confidentiality. Benefits examined included health and dental insurance coverage; paid leave including vacation, sick time, undesignated leave and holidays; and retirement plans.

The 2011 survey sample was drawn from a list of employers who were covered under unemployment insurance laws. This includes approximately 90 percent of all wage and salary civilian employment. Several groups were excluded from this set of employers including members of the armed forces, the self-employed, proprietors, domestic workers, unpaid family workers and railroad workers covered by the railroad unemployment insurance system (www.bls.gov). While local government firms and state government are not included in the covered employers, these employers were added to the sample so that comparisons could be made.

2011 Sample Summary	
Original Sample	1933
Valid Responses	915
Response rate	61%

Appendix 8: Survey Materials

Idaho Fringe
Benefits Survey
of 2011

[Trade_Name]
[ATTN]
[Unit_Desc]
[Address_1]
[Address_2]

IDAHO
DEPARTMENT OF LABOR
C.L. "BUTCH" OTTER, GOVERNOR-
ROGER B. MADSEN, DIRECTOR

IDAHO FRINGE BENEFIT SURVEY – 2011

Survey ID: [SurveyID]

ABOUT THE SURVEY

Please forward this survey to your employee benefit manager or human resource department. The data you provide will remain confidential. No data identifying individual firms, directly or indirectly, will be published or released. Your company's participation is critical. Survey findings are used by Idaho employers, chambers of commerce, economic developers, job seekers and employment counselors to establish and evaluate the competitiveness of fringe benefit packages. Thank you for contributing to a report considered by many Idaho businesses as an invaluable tool when recruiting employees. For your reference, a copy of the 2009 Idaho Fringe Benefit Survey can be found at Imi.idaho.gov.

THREE OPTIONS FOR RESPONDING TO THIS SURVEY

- 1) Return the survey in the enclosed postage paid envelope
- 2) Fax both sides to (208) 334-6455, or
- 3) Call (800) 772-2553, ext. 5675 to report by telephone.

Please provide information about the business, institution or organization listed in the upper left hand corner of this form.

How many employees do you currently have in your firm? _____

Number of employees who are full time? _____

Number of employees who are part time? _____

How many hours per week do employees need to work to be considered full time? _____



CONTACT PERSON:

Name: _____

Title: _____

Telephone: _____

Email: _____

Date: _____

If you would like to have a copy of the survey results emailed, please check here:

Please respond by
Aug. 26, 2011

Please continue with sections
1-Health Insurance, 2-Retirement Benefits and 3-Other Benefits
(next page)

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Appendix 8: Survey Materials

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Idaho Fringe
Benefits Survey
of 2011

EMPLOYEE BENEFITS

Survey ID: [SurveyID]

PART 1: HEALTH INSURANCE

<i>Employees</i>	Full-Time Employees		Part-Time Employees	
Does your organization offer health (medical) insurance to any employees?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Does your organization offer dental coverage for employees?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
How many of the employees are <u>offered</u> single coverage medical insurance?	_____ Employees		_____ Employees	
Of the employees <u>offered</u> single coverage medical insurance, how many are <u>enrolled</u> ?	_____ Employees		_____ Employees	
Of the employees <u>offered</u> single coverage medical insurance, how many earn more than \$12 per hour?	_____ Employees		_____ Employees	
For the majority of employees, what percentage of the single coverage medical insurance premium is <u>employer-paid</u> ?	_____ %		_____ %	
<i>Spouses and Dependents</i>	Full-Time Employees		Part-Time Employees	
Do you offer health (medical) insurance for employee spouses or dependents?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Does your organization offer dental coverage for spouses or dependents?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
How many of the employees are <u>offered</u> medical insurance for their spouses or dependents?	_____ Employees		_____ Employees	
Of the employees <u>offered</u> medical insurance for their spouses or dependents, how many are <u>enrolled</u> ?	_____ Employees		_____ Employees	
For the majority of employees, what percentage of the medical insurance premium for employee spouses or dependents is <u>employer-paid</u> ?	_____ %		_____ %	
<i>Company</i>			Monthly	Yearly
What is the <u>estimated</u> cost per employee for <i>single</i> coverage health (medical) insurance benefits? (Include the employee-paid and employer-paid portion of the premium.)	\$ _____		<input type="checkbox"/>	<input type="checkbox"/>
What is the <u>estimated</u> cost per employee for <i>dependent</i> coverage health (medical) insurance benefits? (Include the employee-paid and employer-paid portion of the premium.)	\$ _____		<input type="checkbox"/>	<input type="checkbox"/>

PART 2: RETIREMENT BENEFITS

Multiple responses are okay for this section.		Defined Contribution <small>(i.e., Profit Sharing, 401K)</small>	Defined Benefit <small>(i.e., Pension)</small>	None
<i>Retirement Plan</i>	Full Time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Part Time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PART 3: OTHER BENEFITS

Fill in "Yes" or "No" for each question.		Full-Time Employees		Part-Time Employees	
<i>Other Benefits</i>	Undesignated Leave*	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Paid Sick Leave	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Paid Vacation Leave	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Paid Holidays	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
* Undesignated leave may be referred to as a "time bank," "paid time off (PTO)" or similar designation. This leave may be offered in addition to other types of leave or may be offered in place of separate leave.					

If more space is need, please call for additional copies or make a photo copy of this page.

Phone: (208) 332-3570, ext 5675; or (800) 772-2553 ext 5675; Fax: (208) 334-6455; or e-mail: survey@labor.idaho.gov

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Appendix 8: Survey Materials

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Idaho Fringe
Benefits Survey
of 2011

Frequently Asked Questions

How did you get my information?

We obtained your number through a random sample of employers who paid unemployment insurance last year. This helps us ensure that we are getting a wide variety of responses from employers all across Idaho.

What is the survey about?

This survey is designed to gather information on the different types of benefits employers offer their employees.

How will this information be used?

Information provided by individual businesses will be compiled to create a report showing the types of benefits offered to employees. This report will present information by business size and industry. All data is confidential and will be presented in aggregate so that no individual response will be identifiable.

I am the owner and I don't have any employees, how do I answer?

Please count yourself as an employee and continue with the rest of the survey.

My employees are all union and receive their benefits through the union, what do I do?

Please report the amount of money your business pays towards union fees/dues.

Am I required by law to fill out this survey?

No. But the success of the survey and the quality of the results rests on the shoulders of employers who do complete the form. Not every employer receives all Idaho Department of Labor surveys each year. By participating when you are contacted, wage, benefit and other types of labor market information will be as accurate as possible and could benefit your firm when information about the community and the state are needed.

Is this confidential?

Your responses are private and confidential, and participation is voluntary. Information provided by individual businesses will be compiled to create a report showing the types of benefits offered to employees. All data is confidential and will be presented in aggregate so that no individual response will be identifiable.

Who should complete this survey?

Anyone with knowledge of the company's benefits package can complete the survey. Some questions asking about enrollment in insurance plans will need to be answered by someone with access to this information. The survey asks for a contact person in case we have questions about information included in the survey.

I don't offer any benefits; do I still have to participate?

We hope that you will. We understand that many employers may not be able to offer benefits to their employees; this information is also very important.

I'm just a small company with unusual circumstances; my information would probably throw off your survey results.

We are interested in obtaining information from a wide variety of businesses and industries across the state of Idaho.

I don't know what we pay for benefits.

That's okay, is there someone with your company who would know that kind of information? If not then could you estimate, or give your best guess as to what these answers would be for your company?

I don't have information available for some of the questions. What should I do?

Any information you can provide is helpful. For instance, you may be able to report whether or not insurance is offered, but not a count of how many employees are offered the benefit.

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Idaho Fringe
Benefits Survey
of 2011

What are you going to use this information for?

This information will be a valuable tool for businesses, employees, schools and employment agencies. Information provided by this survey will help us assess what kinds of benefits employers are offering their employees. This information will be presented by region, industry and size of business allowing employers to view the competitiveness of their fringe benefits package.

How will this benefit me?

Knowing what fringe benefits are commonly offered for your type of business will help you attract quality employees.

How long will this take?

On average it will take between 5-10 minutes of your time to complete the survey.

Will I have to do this survey every year?

Your participation in this survey is voluntary. We will do our best to cycle companies out of the sample so they will only be called every three years.

Will the survey represent all employees in the state?

No. Three industries were excluded from the survey: agriculture, federal government and private households.

Will I be charged to get a copy of the results?

No. Like most labor market information, the results of the Fringe Benefit Survey will be available free of charge on the Idaho Department of Labor's website. You may also request that a copy of the results be emailed to you.

We received multiple copies of the survey form. Do we need to fill them all out?

The survey was mailed to individual business locations. In some cases, multiple copies may be forwarded from different locations or divisions to a central division office. If your company received more than one copy and the benefits offered at all locations are the same, it is only necessary to complete one of the forms. We would ask, however, that you return all of the forms together so we know that the benefits are the same at those locations. This will help us to avoid following up from locations that have not responded by the due date. If possible, it would be helpful if the employment questions (questions #1, #2 and #3) could be completed for each location that received a survey.

Some of our employees are paid different benefits. How should I respond?

Please respond for the majority of your employees. If more than two plans are offered and one plan covers more than 50 percent of employees, please report the benefits offered to the largest group of employees.

I have seasonal employees that are full time but don't receive benefits. How do I classify them?

Record whether they are full-time or part-time employees (based on the number of hours they work), then count them just like any other employee (i.e. are they offered benefits? Are any of them enrolled in the offered benefits?) .

My benefit costs vary widely based on how many dependents we are covering, the age of the employee, for instance. How do I figure out what the monthly/annual cost is?

Try and give an estimate for the MAJORITY of employees (full-time and part-time) and what their costs would be on either a monthly basis or annually. We understand that this number is difficult to quantify, so just think for the average employee in your company what the costs would be for 1.) That employee and 2.) Any coverage offered to that employee's spouse and dependents

Who do I contact if I have more questions about this survey?

Please call Andrew Townsend at (800) 772-2533 ext 3455

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Idaho Fringe
Benefits Survey
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Definitions

Hours per week to be considered full time: This is whatever the employer considers enough hours worked to be considered full time.

Single Coverage Health Insurance: This insurance covers just the employee.

Dependent Coverage Health Insurance: This insurance covers the employee's spouse or children (dependents).

Dependent: Could include anyone under the legal care of the employee such as children.

Number Offered Health Insurance: This is the number of employees (full time or part time) that are actually offered the health insurance. **Note:** two employees may work the same amount of hours but one may not be offered health insurance while the other is.

Number Enrolled in Health Insurance: This is the number of employees who are actually signed up to receive the benefit.

Premium: This is how much the insurance company charges for health insurance (how much the insurance costs), sometimes the employer pays a percentage of this amount on behalf of the employee, other times the employee has to pay the full amount themselves.

Example: Blue Cross charges \$600 a month for their coverage, but my employer pays 60 percent of that premium (\$360), so as an employee I only have to pay \$240 a month.

Employer Paid Premium: This is the percentage of the premium that the employer pays. This is usually a blanket amount that applies to all employees.

Estimated Cost of Benefits: This is the employer's best guess as to how much they pay, *on average, for the majority of employees*, for benefits.

Defined Contribution: This is a retirement plan where an employee contributes a certain amount of money and is assured that they will receive that amount back when they retire (i.e. I put in \$3,000 and when I retire I get to take that \$3,000 back out).

Example: 401K, profit sharing

Defined Benefit: This is a retirement plan that guarantees a certain amount will be paid to the employee every year until he or she dies (i.e. I put in money and when I retire I am guaranteed to receive a set amount of money every month until I die, even if that is more money than I put in).

Example: State PERSI plan, Pension

Undesignated Leave: This refers to leave that doesn't have a specific designation for how it will be used. Oftentimes employees will receive a certain amount of days that they can use for anything (vacation, personal days, sick leave, personal holiday). This may be in addition to sick leave and vacation leave, or may be used alone (or not at all).

Paid Sick Leave: Leave given to an employee during an illness, surgery or medical absence of employee or sometimes for illnesses of someone in their immediate family.

Paid Vacation Leave: Leave given to an employee for vacation or personal time.

Paid Holiday: This is time off given to an employee in observance of a holiday— religious, federal or otherwise.

